



## RP CAREER PATH (SW)



323 Religious Program Managers manage and execute the Command Religious Program (CRP), which accommodates diverse religious ministry requirements. They accommodate religious ministry requirements of various faith groups and support the provision of religious ministry. They facilitate the free exercise of religion for all Sea Service personnel and support the delivery of care as part of a Religious Ministry Team (RMT). Advise Leadership on morale, ethical decision-making, cross cultural awareness, and conflict resolution. Provide force protection expertise for RMTs in expeditionary and combat environments.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	RPCM	22.8 Yrs	CMC/CWO	48	<p>4<sup>th</sup> Shore Tour (36 Months) (CONUS/OUTUS)  <u>SEA</u>: There are no sea duty billets for RPCM's.  <u>SHORE</u>: See below.  <u>SCHOOL</u>: War College; CMC/COB Course.  <u>COLL</u>: See below.  <u>WATCH</u>: Typically no watches for E9, but could be assigned CDO.</p>
23-26	RPCM	22.8 Yrs	CMC/CWO	36	<p>4<sup>th</sup> Sea Tour (36 Months) (CONUS/OUTUS)            (All E9s are eligible for Flag Selection to Rate CMC/SEL).  <u>SEA</u>: There are no sea duty billets for RPCM's.  <u>SHORE</u>: OPNAV Staff (Rating CMC); HQMC; USFFC; PACFLT; MARFORPAC; BUMED; AFRICOM; PACOM.  <u>SCHOOL</u>: War College; CMC/COB Course; SEA.  <u>COLL</u>: Acting CMDCM; SEL; LCPO; CMEO, CTT Leader; PFA Coordinator.  <u>WATCH</u>: Typically no watches for E9, but could be assigned CDO.</p>
19-22	RPCS	19.1 Yrs	CMC/CWO	48	<p>3<sup>rd</sup> Shore Tour (36 Months) (CONUS/OUTUS)  <u>SEA</u>: MEF; DIV; MAW.  <u>SHORE</u>: MARFORCOM; TYCOM; Detailer; CREST Asst. Director; MCB; NAVREG; Lead Instructor; NAVRESFOR; MARFORRES; CNIC (Reserve); EUCOM; JFCOM.  <u>SCHOOL</u>: SEA; Senior Enlisted JPME  <u>COLL</u>: SEL; SEA; LCPO; Warfare Coord/Chair; 3MA; DCTT; Locker Leader; CDB; DRB; CTT; PFA Coordinator.  <u>WATCH</u>: Duty Sec Ldr; OOD; CDO.</p>
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT



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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
15-18	RPC	15.0 Yrs	LDO/CWO	36	3 <sup>rd</sup> Sea Tour (36 Months) (CONUS/OUTUS) <u>SEA</u> : CVN; C7F; MLG; MINISTRY CENTER. <u>SHORE</u> : USNA; NAVMED; OPNAV, HQMC; MCRD; MCAS; MCB; CNI (NAVSTA; NAS; NAVREG); C5F; C3F; TSC/RTC GRTLKS; NORTHCOM; NECC; Chapel. <u>SCHOOL</u> : SEA; Senior Enlisted JPME <u>COLL</u> : SEA; LCPO; Warfare Coord/Chair; 3MA; DCTT; Locker Leader; CDB; DRB; CFL; Urinalysis Coord; Mess Office; Transition Mbr; CMEQ; SOY/SOQ Board. <u>WATCH</u> : OOD; CDO.
11-14	RP1	11.4 Yrs	LDO	48	2 <sup>nd</sup> Shore Tour (36 Months) (CONUS/OUTUS) <u>SEA</u> : CVN; LHA/D; AS; DESRON; ESG; MEF; DIV; MAW/MAG; MLG; MINISTRY CENTER. <u>SHORE</u> : USNA; NAVMED; HQMC; MCRD; MCAS; MCB; CNI (NAVSTA; NAS; NAVREG); CREDO; TSC/RTC GRTLKS; COMNAVREG; CFA; Brig; NECC; Chapel. <u>SCHOOL</u> : Basic Enlisted PME (BEPME) <u>COLL</u> : LPO; Warfare Board; Ship's LMRC Officer DCTT; Asst. CFL; FCPOA Office; CMEQ; CAT; CCC; CTT; JSOY/JSOQ Board. <u>WATCH</u> : OOD; CDO.
7-10	RP2	2.7 Yrs		36	2 <sup>nd</sup> Sea Tour (36 Months) <u>SEA</u> : CVN; LHA/D; AS; DESRON; MEF; DIV; MAW/MAG; MLG; MINISTRY CENTER. <u>SHORE</u> : USNA; NAVMED; HQMC; MCRD; MCAS; MCB; CNI (NAVSTA; NAS; NAVREG); CREDO; TSC/RTC GRTLKS; COMNAVREG; CFA; Brig; NECC; Chapel. <u>SCHOOL</u> : Basic Enlisted PME (BEPME) <u>COLL</u> : LPO; CTT; DAPA; Warfare Board; Ship's LMRC Officer. <u>WATCH</u> : OOD; POOW.



## **RP CAREER PATH (SW)**



<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
4-6	RP2	2.7 Yrs	MECP, Seaman to Admiral	48	<p>1<sup>st</sup> Shore Tour (36 Months) (CONUS/OUTUS)  <u>SEA</u>: CVN; LHA/D; AS; DESRON; MEF; DIV; MAW/MAG; MLG; MINISTRY CENTER.  <u>SHORE</u>: USNA; NAVMED; HQMC; MCRD; MCAS; MCB; CNI (NAVSTA; NAS; NAVREG); CREDO; TSC/RTC GRTLKS; COMNAVREG; CFA; Brig; NECC; Chapel.  <u>SCHOOL</u>: RP F School; Basic Enlisted PME (BEPME).  <u>COLL</u>: LPO; Warfare Board; Ship's LMRC Officer.  <u>WATCH</u>: OOD; POOW.</p>
1-3	RP3	2.7 Yrs	Seaman to Admiral	48	<p>1<sup>st</sup> Sea Tour (42 Months) (CONUS/OUTUS)  <u>SEA</u>: CVN; LHA/D; AS; DESRON; MEF; DIV; MAW/MAG; MLG; MINISTRY CENTER.  <u>SHORE</u>: USNA; NAVMED; HQMC; MCRD; MCAS; MCB; CNI (NAVSTA; NAS; NAVREG); CREDO; TSC/RTC GRTLKS; COMNAVREG; CFA; Brig; NECC; Chapel.  <u>SCHOOL</u>: CREST  <u>COLL</u>: .  <u>WATCH</u>: POOW; Rover.</p>
1+/-	Accession Training, RPSA, RPSN, RP3	6 Months	Naval Academy, NROTC, BOOST, MECP		Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>



## **RP CAREER PATH** (SW)



1. **NOTES:** All RPs are first and foremost Sailors, and are expected to participate in general duties that contribute to the command's mission (e.g., watchstanding, board member, CTT, DCTT, warfare program coordinator). They are combatants and can serve in an expeditionary or combat environment and provide physical security in these environments for a noncombatant officer (e.g., chaplain). They are also accommodators of the free exercise of religion.

### **FUNCTIONAL AREAS**

**MINISTRY SUPPORT AND ACCOMMODATION:** RPs manage and execute Command Religious Programs (CRP) that accommodate diverse religious ministry requirements. Accommodation of individual and collective religious ministry includes, but is not limited to: scheduling, coordinating, budgeting, and contracting. RPs are specially trained to support religious accommodation.

**PASTORAL CARE SUPPORT:** RPs are uniquely trained and positioned to support the delivery of care individually and programmatically. RPs support the delivery of care through pastoral triage, referrals, professional military counseling, charting, and explaining the types of ministry available.

**RELIGIOUS ADVISEMENT:** RPs play an integral role in advising leadership on the impact of the Command Religious Program (CRP). RPs advise leadership at all levels of the chain of command on moral and ethical decision making, cultural awareness, conflict resolution, and cross-cultural communications.

**EXPEDITIONARY MINISTRY SUPPORT:** RPs in expeditionary environments are combatants who provide force protection expertise for RMTs.

**ADMINISTRATION:** RPs balance faith-group-specific religious requirements, managing facilities, personnel, volunteers, and resources.

**FINANCE AND ACCOUNTING:** RPs plan, coordinate, train, implement, and maintain non-appropriated Religious Offering Fund (ROF) and appropriated OM&N funds. RPs identify, procure, and maintain facilities and equipment needed to support the CRP. RPs manage real property repair and maintenance, equipment acquisition, and supplies. RPs prepare, plan, program, analyze, and execute budgets and research and write statements of work for civilian contracts in support of the CRP.

**LIBRARY:** RPs manage and execute the full range of activities associated with the Learning Multi-Media Resource Centers (LMRC), including but not limited to scheduling, filing, ordering, organization, staffing, and operation.

2. **Leadership.** Proven leadership in priority one. Additional credit should be granted if that leadership took place in combat or other arduous assignments

- a. Direct leadership of large numbers of RPs is infrequent.
- b. Did individual seek additional leadership in command/community?
- c. Billets that provide RPs additional direct sailorization opportunities include RTC, MCRD, 9502 NEC, Brig, and the Detailer.

3. **Scope of Responsibility.** Consideration should be given to the scope of responsibility the individual. Below is a chart that gives an example of billets by rank and scope from most responsibility (tier I) to lesser responsibility (tier III).

	<b>RP1</b>	<b>RPC</b>	<b>RPCS</b>	<b>RPCM</b>
<b>Tier I</b>	IA, LPO (CVN, DIV, MAW, MLG), MCB (Pendleton, Lejeune, Quantico), NCSC	IA, CVN, SUBFOR, AIRLANT, SURFLANT, NORTHCOM, CNRF, C2F, C3F, C5F, C6F, C7F	IA, MARFORCOM, SURFOR, AIRFOR, I/II MEF, 1 <sup>st</sup> MARDIV, NCSC, Detailer, EUCOM	OPNAV, HQMC, AFRICOM, PACOM
<b>Tier II</b>	LHD, LHA, MCRD, RTC, RIVGRU, DESRON, CLASSRON, Brig,	CNP, COMNAVREG, Naval Academy, RTC, MCRD MLG, OMC, CNFJ, 1 <sup>st</sup> NCD,	III MEF, DIV, MAW, COMNAVREG, MCB (Pendleton, Lejeune, Quantico), MARFORRES, FMSS (CREST), NECC	USFFC, COMPACFLT, MARFORPAC
<b>Tier III</b>	HQMC, NMC, NS, NSSC, MCB, NAS, MCAS, CFA, MAG, RIVRON, CLWP,	HQMC, NMC, NS, MCB, NAS, MCAS, CFA,	SUBFOR,	BUMED
<b>Other</b>	CREDO	CREDO		



## **RP CAREER PATH** **(SW)**



4. Sea/Shore rotation. Due to the unique billet distribution within the RP community, rotation is established as INUS (Type 1) and OUTUS (Type 2, 3, 4, 6).
  - a. Consider if the individual followed rotation.
  - b. When billet vacancies require deviation from standard rotation, the scope of subsequent tours should show more responsibility and domain variety.
  - c. Female RPs have limited opportunities aboard ships (E6 and above) and some expeditionary units (Marine Divisions, NECC).
5. A good variety of tours is healthy for an RPs career and makes a well-rounded leader. There are some factors to consider:
  - a. All E8 sea duty is with the Fleet Marine Force.
  - b. The overwhelming majority of E7 sea duty is shipboard or Surface Force Ministry Center.
  - c. Female RPs have limited opportunities aboard ships (E6 and above) and some expeditionary units (Marine Divisions, NECC).

**ACRONYMS:** RMS =Religious Ministry Support; RMT= Religious Ministry Team; CRP=Command Religious Program; LMRC=Library Multimedia Resource Center; CREST=Chaplain/RP Expeditionary Skills Training; MC=Marine Corps; MCMAPS=Martial Arts Prgm; FMF=Fleet Marine Force; MEU=Marine Expeditionary Unit; MAGTF= Marine Air Ground Task Force-Combat Ready; SEL=Senior Enlisted Leader; MCRD=Marine Corps Recruit Depot; CREDO=Chaplain's Religious Enrichment Development Operation; JTF=Joint Task Force; IA=Individual Augmentation